

Executive assessment

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Selecting the wrong person for the job can be a costly mistake but few organisations feel they can justify something like an assessment centre for high-level jobs where there is only a handful of short-listed candidates. Here the norm is to rely on the traditional interview. But what about the underlying qualities that are hard to reach by interview alone, and how can employers choose between experienced candidates who all seem to interview well?

One solution is an in-depth individual executive assessment. CGR's assessments are designed to give a thorough and objective profile of a candidate that can be used to enhance and support decision making and to drive your final interview agenda.

The process is designed to help you identify the right person for the job from start to finish. One of our business psychologists will begin by working with you to define the ideal candidate profile, including the organisational competencies required for the role and any specific skills or experience needed. We will then put together a battery of psychometric measures to assess candidates' abilities and work-style. As an independent consultancy not tied to any test publisher: CGR can use a variety of high quality measures from any of the reputable publishers. Our aim is to create the right mix for you, not to push any particular product.

Each individual assessment then takes around half a day. The candidate completes the tests and questionnaires, and then spends time with the consultant discussing the outcomes of the questionnaires and undergoing a rigorous probing interview to explore their work background, experience and motivations.

The consultant then produces an in-depth report based on the outcome of the assessments and the one-to-one session. This is couched in terms of the agreed candidate profile and the desired competencies. The report also contains a summary of the candidate's strengths and development needs in relation to the job.

When used for external recruitment, the assessment process usually concludes when the consultant delivers the report. However, for internal moves, the report can also be used as a guide for individual development. Indeed, the assessment can be entirely developmental in nature, focussing on the individual's strengths and development needs, or the impact that the individual's work-style might have on others, or on his or her performance in current or future roles. Here the report is more forward looking and action oriented since it is written largely for the individual's benefit.

Whether for selection or development, CGR individual assessments are a cost effective way of ensuring that you get the best person for the job.

London Office:

41 Lothbury
London
EC2R 7HG

Tel: + 44 (0)20 3178 6904

Fax: +44 (0)20 3170 8401

Email: info@cgr.co.uk

Web: www.cgr.co.uk

Manchester Office:

The Coach House
Parkfield Road South
Didsbury
Manchester
M20 6DA

Tel: +44 (0)161 445 0916

Fax: +44 (0)870 051 1867